

6TH MARINE CORPS DISTRICT COMMANDING OFFICER'S POLICY ON EQUAL OPPORTUNITY AND SEXUAL HARASSMENT

As your Commanding Officer, my guidance on equal opportunity and sexual harassment is simple: *Treat others as you would like to be treated*, and at the same time recognize that *you are responsible for conducting yourself to the highest professional and ethical manner at all times*.


The Marine Corps' policy on Equal Opportunity is clear: *The Marine Corps will provide equal opportunity for all military members without regard to race, color, religion, gender, age, or national origin and provide an environment free of sexual harassment*.

We have the unique privilege and responsibility of shaping the future of our Marine Corps by recruiting young men and women from across the southeastern United States into our ranks. With this opportunity comes the responsibility of leading in accordance with our core values of honor, courage and commitment. Ensuring fairness and equal opportunity for all personnel is an inherent leadership and moral responsibility. Maintaining a professional environment free from harassment is a fundamental element of a disciplined unit and Marines.



All personnel within this command, including applicants and candidates, are entitled to be treated with dignity and respect. I charge leaders at every level to retain special trust and confidence by not tolerating discrimination, sexual harassment, and/or other inappropriate behavior and setting the right climate. I want each of you to hold each other accountable by addressing inappropriate remarks or indications and warnings immediately. Anyone who engages in -- or fails to actively counter -- discrimination or sexual harassment of any kind is part of the problem and subject to administrative and/or disciplinary action.

Members of this command are encouraged to report unequal treatment and inappropriate behavior without fear of reprisal immediately. The Informal Resolution System (IRS) allows for a quick and full resolution at the lowest possible level by addressing the issue directly with the person demonstrating the behavior or by seeking a third party to intervene. In the event the IRS does not resolve the inappropriate behavior, then the formal method of Request Mast should be used. The preferred method for addressing formal complaints of discrimination, to include sexual harassment, is Request Mast. I will personally ensure all reports of discrimination, sexual harassment, hazing, and/or any type of inappropriate behavior are immediately investigated and dealt with accordingly. If you believe you are a victim of discrimination and/or sexual harassment of any kind, notify your chain of command or the District Equal Opportunity Representative, Captain Alejandro Aguilera at (843) 228-2085 for assistance. Discrimination, sexual harassment, hazing and other forms of inappropriate behavior destroy teamwork.


J. C. SMITHERMAN
Colonel, U.S. Marine Corps
Commanding Officer